

The Children's Aid Society of Haldimand and Norfolk

VISION: A community that nurtures the lives and dreams of children

MISSION: The Children's Aid Society of Haldimand and Norfolk values and supports children, youth and families so they thrive in safe and nurturing environments, enabling them to reach their full potential.

PERMANENCE: Means the lifelong connection for a child or youth with a loving, stable and nurturing family or network of significant relationships.

In fulfilling our Mission we Believe...

BOARD STRATEGIC DIRECTIONS

Children

Promote the well-being of children in our care and children receiving service from our agency

Public Commitment

Influence public commitment to addressing social policy affecting children and families

Best Practices

Identify, promote and implement service and organizational best practices

Board Development and Capacity

Develop a strong board with the tools needed to do the job

Society Capacity & Infrastructure

Developing the organizational culture and providing a safe, productive and supportive working environment for staff

...our paramount responsibility is to the children we serve following Jordan's Principle – child first to ensure needs met, And Katelyn's Principle – child's voice included in decisions

SOCIETY SERVICE PLAN – 2018-2021

Finance & Property

- Optimize Financial Health and Future Sustainability
- Shared Services Implementation

Public Relations

- Public Relations/Fundraising Strategy for *Little Dreams, Big Dreams*
- Community Engagement and Communications Planning

Board of Directors

Improve Governance Practices

- Board Evaluation
- Board Work Plan

Service Delivery System

Improve Service Delivery

- Strengthen Clinical Approaches and Family Based Care
- Improve Service Delivery Model
- Community Development and Service Collaboration

Continuous Quality Improvement

Implement Quality and Performance Initiatives

- Performance Indicators
- Quality Improvement Plan
- Inquest Recommendations
- Motherisk Commission
- Human Rights Commission

Human Resources

Improve the Competence and Expertise of Child Welfare Human Resources

- Leadership & Management Development
- Worker Safety
- Professional Regulation
- Authorization
- Training and Evaluation related to standards and legislative requirements
- AODA Compliance
- Anti-Opressive Practice (AOP) Planning

Information Technology & Management

- Development of Shared Service for IT
- CPIN Post Go Live Activities
- Improving Knowledge Management Capabilities
- Increase use of Mobile and Cloud Based Technologies

...children and adults have inherent dignity and worth

...in diligently integrating Anti-Opressive Practices into our work with families, with children, with community members and with each other

...in working with community partners to inspire our organization to pursue excellence

...services shall support the autonomy and integrity of the family unit, and shall be provided on the basis of mutual consent whenever possible

...in the strength and value of the family and that the caregiver(s) within that family are responsible for providing for the growth and development of their children.

Approved by the Board of Directors

May 25, 2017